

Ref. No.: 2023-24/36

July 5, 2023

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Bandra-Kurla Complex,
Bandra (E), Mumbai 400 051
Scrip Code: COROMANDEL

BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001.
Scrip Code: 506395

Dear Sir/ Madam,

Subject : Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23.

We request you to take this on record.

Thanking you.

Yours sincerely,
For **Coromandel International Limited**

Rajesh Mukhija
Sr. Vice President – Legal &
Company Secretary

Enclosure: As above

Business Responsibility and Sustainability Reporting

Annexure E to Board's Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L24120TG1961PLC000892
2.	Name of the Listed Entity	: COROMANDEL INTERNATIONAL LIMITED
3.	Year of incorporation	: 1961
4.	Registered office address	: Coromandel House', 1-2-10, Sardar Patel Road, Secunderabad - 500 003
5.	Corporate address	: Olympia Terraces, #15B(SP), SIDCO Industrial Estate, Guindy, Chennai – 600 032
6.	E-mail	: investors@coromandel.murugappa.com
7.	Telephone	: 040-66997500/7300
8.	Website	: www.coromandel.biz
9.	Financial year for which reporting is being done	: 2022-23
10.	Name of the Stock Exchange(s) where shares are listed	: BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	: INR 29,40,13,749/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Mr. Rajesh Mukhija, Sr. Vice President - Legal & Company Secretary Phone: 040 66997500/7300 Email: investors@coromandel.murugappa.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	: Standalone

II. Products/services:

14. Details of business activities (accounting for 90% of the turnover):

S.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S.No	Product/Service	NIC Code	% of total Turnover contributed
1.	Fertilisers & Pesticides	20122, 20211	100%

III. Operations:

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	16	8	24
International	0	8	8

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23 (including States & UTs)
International (No. of Countries)	69

b. What is the contribution of exports as a percentage of the total turnover of the entity?

3.31%

c. A brief on types of customers

The Company serves global and domestic agrochemical manufacturers, distributors, dealers, state and central government co-operatives and Farmer Producer Organizations (FPOs). Retail business unit of the company directly serves farmers via a network of 751 rural retail stores.

IV. Employees:

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3833	3665	95.6%	168	4.4%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	3833	3665	95.6%	168	4.4%
WORKERS						
4.	Permanent (F)	1231	1228	99.8%	3	0.2%
5.	Other than Permanent (G)	7636	7557	98.9%	79	1%
6.	Total workers (F + G)	8867	8785	98.8%	82	0.9%

Note:

- All management people have been considered permanent employees
- All associates and non-management people have been considered permanent workers
- All contract workers have been considered other than permanent workers

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	11	10	90.9%	1	9.09%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	11	10	90.9%	1	9.09%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

19. Participation/Inclusion/Representation of women⁵⁷

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	2	18%
Key Management Personnel *	2	1	50%

*Executive Vice Chairman and 2 Executive Directors have been included in Board of Directors segment and hence, excluded from KMP segment.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Please refer to page no. 77 of Human Capital

V. Holding, Subsidiary and Associate Companies (including joint ventures):

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Dare Ventures Limited	Subsidiary	100	No
2	Coromandel Chemicals Limited	Subsidiary	100	No
3	Coromandel Technology Limited	Subsidiary	100	No
4	Coromandel Brasil Limitada	Subsidiary	100	No
5	Coromandel Australia Pty Ltd	Subsidiary	100	No
6	Coromandel Agronegocios de Mexico SA de CV	Subsidiary	100	No
7	Parry America, Inc.	Subsidiary	100	No
8	Coromandel International (Nigeria) Limited	Subsidiary	99.99	No
9	Sabero Organics America S.A	Subsidiary	99.98	No
10	Sabero Argentina S.A	Subsidiary	95	No
11	Coromandel Mali SASU	Subsidiary	100	No
12	CFL Mauritius Limited	Subsidiary	100	No
13	Yanmar Coromandel Agrisolutions Private Limited	Joint Venture	40	No
14	Sabero Organics Philippines Asia Inc.	Associate	40	No
15	Baobab Mining and Chemicals Corporation, SA	Associate	45	No

VI. CSR Details:

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in Rs.): INR 29,609.55 crores

(iii) Net worth (in Rs.): INR 7,867.96 crores

VII. Transparency and Disclosures Compliances:

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy ⁵⁸)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Formal grievance redressal policy is not in place. Through CSR activities the company takes care of the concerns and grievances of the communities	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes To facilitate faster redressal of investors' grievances the Company has created an exclusive e-mail ID: Investorsgrievance@coromandel.murugappa.com.	0	0	NA	0	0	NA

⁵⁸GRI 2-25

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy ⁵⁸)	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes Shareholders may lodge their query/complaints addressed to this e-mail id or to RTA 's e-mail id einward.ris@kfintech.com.	26	0	NA	11	0	NA
Employees and workers	Yes https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf Policy of Prevention of Sexual Harassment (POSH)	8	1	(This includes only the number of complaints reported by Employees to the Ombudsman as well as POSH related complaints)	6	0	(This includes only the number of complaints reported by Employees to the Ombudsman as well as POSH related complaints)
Customers	Yes The customers are covered as part of Whistle blower Policy https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf The Toll-free - Hello Gromor center phone number are provided in all packs for enabling customers to register their queries and complaints.	44	0	NA	54	0	NA
Value Chain Partners	Yes https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf	0	0	NA	0	0	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Please refer to page no. 57-59 of Materiality Assessment

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/principle and its core elements of the NGRBCs. (Yes/No)	Y (Code of Conduct, Code for Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information, Coromandel Guide to Business Conduct, Policy on RPT, Whistle-blower Policy)	Y (Product Stewardship Policy, Sustainable Procurement Policy)	Y (Coromandel Guide to Business Conduct, EHSQ Policy, Prevention of Sexual Harassment Policy)	Y (Code for Practices and Procedure for Fair Disclosure of Unpublished Price Sensitive Information, Coromandel Guide to Business Conduct)	Y (Human Rights Policy)	Y (Environment Policy, EHSQ Policy)	Y (Coromandel Guide to Business Conduct)	Y (CSR Policy)	Y (Coromandel Guide to Business Conduct)
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.coromandel.biz/investors/policies/ https://www.coromandel.biz/wp-content/uploads/2022/01/CSR-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BISO) adopted by your entity and mapped to each principle.	GRI, Integrated Reporting Council's (IIRC)	ISO 9001, ISO 14001, ISO 14040/44	ISO 45001	GRI, Integrated Reporting Council's (IIRC)	SAB000*	GRI, ISO 14001	GRI, Integrated Reporting Council's (IIRC)	GRI	ISO 9001, ISO 14001, ISO 27001*
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Coromandel commits to conduct its business with highest ethical and governance standards. It has taken proactive quality improvement targets internally to ensure our customers are able to use best-in-class products. The business has also defined initiatives to enhance employee engagement and well-being. Our ESG Framework consists of three interlinked pillars, i.e., Protecting the Planet, Minimising Resource Use, and Inclusive Growth that reflect our commitment to minimizing the adverse impact of our operations on the planet and people. Each pillar encompasses specific themes and focus areas that guide our sustainability roadmap. The company is also in the process of setting ESG targets at organizational level within the defined boundaries.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The organization has enforced governing policies enabling it to conduct its operations in compliance with the highest governance standards. Coromandel has been able to offer quality products and services. At the same time, improvement initiatives have also been taken up basis the customer feedback received. It adheres to the product stewardship principles by further improving environmental, health, and safety impacts of products and services.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure⁵⁹)									
Coromandel maintains a strong focus on ESG while ensuring uninterrupted operations, highlighting their commitment to sustainability and business continuity. The company has identified key areas for intervention, encompassing three pillars: (i) Protecting the Planet, (ii) Minimizing Resource Use, and (iii) Inclusive Growth, emphasizing their comprehensive approach towards sustainable development. The company is dedicated to addressing a comprehensive set of 10 Sustainable Development Goals (SDGs), working towards the overarching objective of promoting sustainable development and addressing global challenges.									
Coromandel has demonstrated a strong commitment to environmental sustainability through its ongoing greenbelt expansion initiatives (Green Visakha, Miyawaki plantations, Neem plantations). Additionally, the company has taken proactive measures within its manufacturing plants to reduce freshwater consumption and mitigate Scope 1 and 2 greenhouse gas emissions, with specific projects currently underway. Recognizing the importance of renewable energy, Coromandel is prioritizing the increase of renewable sources in its energy sourcing mix. Furthermore, the Company is determined to go beyond Extended Producer Responsibility (EPR) compliance in the near future in terms of plastic waste management. The company's research and development team is focused on developing greener and safer products that pose minimal risks to the environment, further exemplifying Coromandel's dedication to sustainability and responsible practices. In FY2022-23, it has innovatively developed Nano DAP, a nanotechnology-based product that offers farmers a more sustainable alternative compared to traditional solutions. Moreover, during the year, Coromandel has strategically invested in 3 Agtech startups that provide cutting-edge, technology-driven sustainable solutions in agriculture domain.									
Coromandel places a high priority on the well-being and safety of its employees and workers, constantly upgrading and investing in occupational health and safety measures. The organization also acknowledges the significance of gender diversity and strives to foster an environment that promotes equal opportunities and inclusion. This commitment is reflected in its certification as a 'Great Place to Work' during the year, reaffirming its dedication to creating a positive and inclusive workplace culture. Furthermore, the company has Sustainable Procurement policy in place, underscoring its commitment to responsible sourcing practices that consider environmental, social, and economic factors. Coromandel's CSR initiatives across the areas of Education, Health and Community Development have enhanced and positively impacted the lives of more than ~59000, ~64000 and ~487000 people respectively. Recent setting up of Centre of Excellence (CoE) at Visakhapatnam is aimed at enhancing the employee's capabilities in addition to several other benefits.									
This year, Coromandel took a significant step towards reinforcing its commitment to sustainability by establishing a dedicated CSR and Sustainability Committee within the organization. This committee focuses on ensuring robust sustainability governance and practices across the company's operations. The company's commitment and efforts were recognized in the DJSI Corporate Sustainability Assessment (2022), where it achieved a score of 50. The company has embraced the Coromandel Guide to Business Conduct (CGBC) as a framework that governs its engagements with essential stakeholders, ensuring well-defined governance practices are followed. Furthermore, as part of the Murugappa Group, Coromandel adheres to the Five Lights - Integrity, Passion, Responsibility, Respect, and Quality. These values serve as a guiding force, driving the company to conduct its business in an ethical and transparent manner, further enhancing its commitment to sustainability and responsible practices.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Arun Alagappan, Executive Vice Chairman (Also, Chairman of Corporate Social Responsibility & Sustainability Committee)								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company has a Board level Corporate Social Responsibility & Sustainability Committee. This Committee provides strategic direction to implement sustainability roadmap and advises the management to ensure alignment of social and environmental aspect with business objectives. The committee is comprised of: (i) Mr. Arun Alagappan (Chairman) - Executive Vice Chairman (ii) Dr. Nagarajan (Member) - Non-Executive & Independent Director (iii) Mr. S Sankarasubramanian (Member) - Executive Director (iv) Dr. Raghuram Devarakonda (Member) - Executive Director (v) Dr. Deepali Pant Joshi (Member) - Non-Executive & Independent Director Position in bracket pertains to the committee responsibility.								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee				Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)				
Performance against above policies and follow up action	Yes, the review is undertaken by the board on quarterly basis								

⁵⁹GRI 2-22

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the review is undertaken by the Board of Directors on quarterly basis								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, Third Party Assurance for FY2022-23 has been carried out by TUV India Pvt. Ltd.								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)						Not Applicable			
The entity does not have the financial or/human and technical resources available for the task (Yes/ No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

*Internal policies have been developed based on the standard

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators:

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	Board of Directors and Key Managerial Personnel (KMP) had dedicated their time throughout the year to stay informed about updates specific to the company, regulations including environment, social and governance aspects. These discussions encompassed valuable insights on various principles. Additionally, Independent Directors are familiarized about the Company's operations and businesses through a curated 'Familiarisation Programme'.	100%
Key Managerial Personnel*	3		100%
Employees other than BoD and KMPs	104 (including offline and online modules)	Topics covered include Coromandel Guide to Business Conduct (CGBC), Whistle Blower Policy, Prevention of Sexual Harassment (PoSH)	84%
Workers (Non-management staff)	56(including offline and online modules)		100%

*Executive Vice Chairman and 2 Executive Directors have been included in Board of Directors segment and hence, excluded from KMP segment.

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
Settlement		Nil		
Compounding fee				

Non-Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			
Punishment		Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy⁶⁰.

Yes, the company has an Anti-Corruption and Anti-Bribery Policy in place as part of Coromandel Guide to Business Conduct and the same extends to all the employees across the organization.

The company has also adopted a Whistle-blower Policy and Vigil Mechanism whose objective is to provide Directors, Employees, customers and vendors an avenue to raise concerns, in line with the commitment of Coromandel to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication.

Coromandel Guide to Business Conduct is accessible on the company's website at: <https://www.coromandel.biz/wp-content/uploads/2023/03/Coromandel-Guide-to-Business-Conduct.pdf>

The Whistle-blower Policy as of the Company is available on the Company's website at: <https://www.coromandel.biz/wp-content/uploads/2022/08/Whistle-Blower-Policy-F.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption⁶¹:

	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2022-2023 (Current Financial Year)		FY 2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

Leadership Indicators:

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	N/A	N/A

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, Coromandel has Code of Conduct for the Board and Senior Management in place https://www.coromandel.biz/wp-content/uploads/2021/07/CodeOfConductForDirectors_2019.pdf⁶²

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE:

Essential Indicators:

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	All R&D investments are concentrated on sustainable technologies and the advancement of green chemistries. This involves various areas of study, such as the development of products based on Nanotechnology that can enhance nutrient-use efficiency while causing minimal impact on the environment. Coromandel is developing an array of microbial based biopesticides for pest management in agriculture. These biopesticides are eco-friendly, cost effective and integral part of organic and inorganic agriculture.
Capex*	92%	49%	

*R&D related capital expenditures have been considered here

2. a. Does the entity have procedures in place for sustainable sourcing?

(Yes/No) Yes

b. If yes, what percentage of inputs were sourced sustainably?

Please refer to page no 47 of Corporate Governance and 88 of Social and Relationship Capital

⁶⁰GRI 205-2
⁶¹GRI 205-3

⁶²GRI 2-15

3 Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Gromor Nutri-Clinics have been established to provide farm advisory services and support to growers. These clinics, managed by agronomists, are strategically located near agricultural markets that offer guidance on soil health, cropping practices, nutrition, pest management and safe usage of products. Coromandel reclaims and recycles the plastic packaging material under Extended Producer Responsibility.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, Coromandel is registered as Brand Owner and Importer; submitted the waste collection plan in line with the Extended Producer Responsibility (EPR) Plan.

Leadership Indicators:

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of the Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
20211	Select Crop Protection technical products	3%	Cradle to Grave	Yes	No (report awaited from service providers)

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
	Report associated with Life Cycle Assessment study carried out is awaited.	

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry⁶³).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Liquid Bromine (at CPC plants)	0%	8.7%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)*	-	9,953	-	-	5,462.29	-
E-waste	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Hazardous waste	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Other waste	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable

*Coromandel is reclaiming and recycling the plastic packaging material as per the Extended Producer Responsibility Plan.

⁶³GRI 301-2

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
The Company's products are designed to be applied in farms and easily absorbed by the soil, resulting in no hazardous waste generation at the consumer end.	
We reclaim the plastic packaging material of our products as per the Extended Producer Responsibility Plan. The Company reclaimed and recycled 9,953 MT plastic packaging material in FY 2022-23 and 5,462.29 MT in FY 2021-22.	

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS:

Essential Indicators:

1. a. Details of measures for the well-being of the employees:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	3665	3665	100%	3665	100%	NA	NA	3665	100%	0	0%
Female	168	168	100%	168	100%	168	100%	NA	NA	0	0%
Total	3833	3833	100%	3833	100%	168	100%	3665	100%	0	0%
Other than Permanent Employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

b. Details of measures for the well-being of workers:

Category	Total (A)	% of Workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1228	1228	100%	1228	100%	0	0%	0	0%	0	0%
Female	3	3	100%	3	100%	0	0%	0	0%	0	0%
Total	1231	1231	100%	1231	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	7557	7557	100%	7557	100%	0	0%	0	0%	0	0%
Female	79	79	100%	79	100%	0	0%	0	0%	0	0%
Total	7636	7636	100%	7636	100%	0	0%	0	0%	0	0%

2. Details of retirement benefits, for Current FY and Previous Financial Year:

Benefits	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the Authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	11%	10%	Yes	15%	8%	Yes
Others – please specify	N/A					

*All the employees and workers whose monthly gross is less than 21000 are eligible for ESIC benefits.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Our Corporate office in Chennai is accessible to differently abled employees and workers. While all of the current facilities may not be fully equipped for differently abled individuals, company is actively working to improve accessibility across the organization.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

No separate policy is in place, but Coromandel believes in fostering an inclusive workplace and does not discriminate based on any factor, including gender, nationality, culture, age, disability, etc.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	N/A	N/A
Female	100%	38%	N/A	N/A
Total	100%	97.2%	N/A	N/A

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes, the grievance mechanism is as per the whistle-blower policy under which Directors, employees, customers, and vendors can register concerns and violations of Coromandel's ethical, moral, and legal business conduct standards.
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3833	0	0%	3794	0	0%
-Male	3665	0	0%	3619	0	0%
-Female	168	0	0%	175	0	0%
Total Permanent Workers	1231	877	71%	1248	900	72%
-Male	1228	875	71%	1245	898	72%
-Female	3	2	67%	3	2	67%

8. Details of training given to employees and workers:

Category	FY 2022-2023 (Current Financial Year)					FY 2021-2022 (Previous Financial Year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3665	3282	90%	3337	91%	3619	1976	55%	3619	100%
Female	168	34	20%	115	68%	175	34	19%	162	92%
Total	3883	3316	87%	3452	90%	3794	2010	53%	3781	99%
Workers										
Male	8785	8785	100%	1228	14%	9235	9235	100%	1201	13%
Female	82	82	100%	3	4%	137	137	100%	3	2%
Total	8867	8867	100%	1231	14%	9372	9372	100%	1204	13%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	3665	3339	91.1%	3619	3036	83.89%
Female	168	159	94.6%	175	147	84%
Total	3833	3498	91.2%	3794	3183	83.89%
Permanent Workers						
Male	1228	1228	100%	1245	1245	100%
Female	3	3	100%	3	3	100%
Total	1231	1231	100%	1248	1248	100%

The permanent workers do not have Appraisal Metrics as permanent employees. They are governed by Long Term Settlements. All permanent workers go through Appraisal, review feedback etc.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Please refer to page no 81 of Human Capital

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Please refer to page no 81 of Human Capital

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, the HIRA framework is being utilized by the workers to report the work-related hazards and to remove themselves from such risks.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Please refer to page no 78 of Human Capital

11. Details of safety related incidents, in the following format:

Please refer to page no 81 of Human Capital

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The company has taken below mentioned measures to ensure a safe and healthy workplace:

- Regular advisories/communications to all employees
- Monitoring employee health status
- Strengthen security & safety procedures
- Strict compliance to the policies laid down for shutdown and restarting the production activities
- Identification of critical activities and ensuring actions are being taken
- Established Business Continuity Plans

13. Number of Complaints on the following made by employees and workers:

Please refer to page no 81 of Human Capital

14. Assessments for the year:

Please refer to page no 81 of Human Capital

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Not applicable

Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

Employees: Yes
Workers: Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Coromandel does monthly reconciliation of recording of GST charged by the supplier and availing of input tax credit in its books with the data populated from the supplier in the GST portal on filing of return and remittance of tax by the supplier. Through this mode, it is possible to identify the GST defaulters and accordingly alert the concerned stakeholders as well as SSC to block such GST defaulter's payment. Currently, the business is in the process of automating this process.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022- 2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Employees	0	2	0	1*
Workers	6	0	2**	0

*1 injured employee has resumed the duty in the same role and hence have not been included. The injury was not that significant that it requires rehabilitation.

**2 contract workers have joined in the same role and 2 contract workers who were injured during FY23 are yet to resume duty; hence, these 4 workers have not been included.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No, there are no structured transition assistance programs in place.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

To avoid any risks related to health and safety practices and working conditions of value chain partners the Company's integrated nutrient marketing structure, backed by a dedicated team of agronomists and Nutri-clinics, provides valuable guidance and advice to farmers, the end-user consumers regarding health and safety practices when using fertilizers. Through this support system, we ensure that farmers receive the necessary information and recommendations to use our products responsibly, safeguarding their health and promoting safe practices in agricultural operations.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators:

1. Describe the processes for identifying key stakeholder groups of the entity.

The company has identified both internal and external stakeholders who have a direct influence on its operations and activities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Please refer to page no 53-54 of Stakeholder Engagement

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Coromandel's management engages with key stakeholders including customers, investors, suppliers, employees, communities, etc. on a regular basis. The company also has a CSR & Sustainability Committee which provides periodic updates to the Board on the status of the actions undertaken. and takes inputs on a quarterly basis.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, through materiality study, the Company engages with its stakeholders to identify and prioritise the issues pertaining to economic, environmental, and social topics.

Coromandel always believes in community participatory approach. We approach the community by recognizing them as a unit of identity and focus on building upon collective strengths. We identify the requisite resources which can empower the community and facilitate the group towards ensuring overall development of the society. Coromandel always supplements Public and Private partnership and facilitates this by building local capacities. As part of community development programs, we ensure that all our projects have direct impact.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Following are some of the instances of engagement aimed at addressing the concerns of vulnerable / marginalized stakeholder groups

- Conducted community mappings
- Developed Public-Private Partnership models
- Partnership in providing drinking water to the community
- Ensured monitoring of programs by community leaders
- Held focus group discussions with the vulnerable / marginalized stakeholder groups to understand the requirements / need
- Involved them in getting permissions to build infrastructure
- Handing over the assets to the community
- Volunteered in conducting medical camps, eye camps, sports and providing coaching for children to identify hidden talents, etc.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators:

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Please refer to page no 84 of Human Capital

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /)
Employees										
Permanent	3833	-	-	3833	100%	3794	-	-	3794	100%
Male	3665	-	-	3665	100%	3619	-	-	3619	100%
Female	168	-	-	168	100%	175	-	-	175	100%
Other than Permanent	0	-	-	0	0%	0	-	-	0	0%
Male	0	-	-	0	0%	0	-	-	0	0%
Female	0	-	-	0	0%	0	-	-	0	0%
Workers										
Permanent	1231	-	-	1231	100%	1245	-	-	1245	100%
Male	1228	-	-	1228	100%	3	-	-	3	100%
Female	3	-	-	3	100%	1248	-	-	1248	100%
Other than Permanent	7636	-	-	7636	100%	8124	-	-	8124	100%
Male	7557	-	-	7557	100%	7990	-	-	7990	100%
Female	79	-	-	79	100%	134	-	-	134	100%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number***	Median remuneration/ salary/ wages of respective category**	Number***	Median remuneration/ salary/ wages of respective category**
Board of Directors (BoD)	3	334.80 ##	0	-
Key Managerial Personnel*	1	171.95	1	318.84
Employees other than BoD and KMP	3661	8.03	167	9.20
Workers (Permanent)	1228	6.28	3	10.14

*Executive Vice Chairman and 2 Executive Directors have been included in Board of Directors segment and hence, excluded from KMP segment.

** All median remuneration figures are in INR Lakhs

*** Active headcount as of 31st March 2023

This excludes sitting fees

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Chief Human Resource Officer (CHRO) is the nodal authority responsible for addressing any human rights impacts or issues caused or contributed to by the business. Moreover, Ms. Jayashree Satagopan, a Key Managerial Personnel, is the Chairperson of the Internal Compliance Committee - PoSH.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Please refer to page no 84 of Human Capital

6. Number of Complaints on the following made by employees and workers:

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	1	N/A	1	0	N/A
Discrimination at workplace	0	0	N/A	0	0	N/A
Child Labor	0	0	N/A	0	0	N/A
Forced Labor/ Involuntary Labor	0	0	N/A	0	0	N/A
Wages	0	0	N/A	0	0	N/A
Other human Rights related issues	0	0	N/A	0	0	N/A

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

In accordance with the Company's Whistle blower policy, utmost care is taken to ensure the confidentiality of the complainant's identity by all individuals involved in handling the complaint and those who come across any information related to such complaints, while also considering legal obligations and constraints.

8. Do human rights requirements form part of your business agreements and contracts?
(Yes/No)

Yes, human rights requirements are part of all our business agreements and contracts.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced/involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	100%

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Question 9 above.

Internal audit and external audits are in place, and corrective actions are being taken by the inquiry/committee.

Leadership Indicators:

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The company adopted Human Rights Policy during FY 2021-22. There have been no grievances / complaints reported during the period.

2. Details of the scope and coverage of any Human rights due diligence conducted.

The company does not conduct human rights due diligence.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Company's corporate office in Chennai is accessible to differently abled employees and workers. While all of the current facilities may not be fully equipped for differently abled individuals, company is actively working to improve accessibility across the organization.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators:

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total electricity consumption (A)	15,34,427 GJ	14,65,066 GJ
Total fuel consumption (B)	21,69,690 GJ	16,78,806 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	37,04,117 GJ	31,43,872 GJ
Energy intensity per rupee of turnover (GJ/INR Crores)	125	165
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

None of our plants are part of PAT scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	6,67,139	6,26,263
(ii) Groundwater	3,88,260	3,83,767
(iii) Third party water	48,92,711	46,22,650
(iv) Seawater / desalinated water	83,224	1,21,411
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	60,31,334	57,54,091
Total volume of water consumption (in kilolitres)	60,62,201	59,91,914
Water intensity per rupee of turnover (kL/INR Crores)	205	313
Water intensity (optional) the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, Zero Liquid Discharge (ZLD) has been adopted by company. All the SSP plants, the Bio plant and the Kakinada-fertiliser plant have the ZLD. The fertiliser plants- Ennore and Vizag have the provision to discharge during the rainy season.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
NOx	MT	42	24
Sox	MT	158	274
Particulate matter(PM)	MT	562	568
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-
Others	MT	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 Equivalent	1,67,017	1,21,406
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 Equivalent	1,66,243	1,33,855
Total Scope 1 and Scope 2 emissions per rupee of Turnover (tCO2e/INR Crores)		11	13
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Please refer to page no 97 of Natural Capital

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	122	146
E-waste (B)	12	19
Bio-medical waste (C)	7	14
Construction and demolition waste (D)	0	0
Battery waste (E)	56	7
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	61,439	46,980
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	3,838	7,697
Total (A+B + C + D + E + F + G + H)	65,474	54,863
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11,302	10,960
(ii) Re-used	23,244	22,648
(iii) Other recovery operations (Co-Processing, Sold to PCB authorized vendor/Battery buy-back)	14,335	9,002
Total	48,881	42,610
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4,624	3,278
(ii) Landfilling	1,461	2,032
(iii) Other disposal operations	7,425	6,957
Total	13,510	12,267

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Please refer to page no 100 of Natural Capital

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S.No.	Location of operations/office	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
Not Applicable			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators:

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	21,573 GJ	22,677 GJ
Total fuel consumption (B)	862 GJ	422 GJ
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	22,435 GJ	23,099 GJ
From non-renewable sources		
Total electricity consumption (D)	15,12,854 GJ	14,42,389 GJ
Total fuel consumption (E)	21,68,828 GJ	16,78,384 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	36,81,682 GJ	31,20,773 GJ

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

2. Provide the following details related to water discharged:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
-No treatment	-	-
-With treatment – please specify level of Treatment	-	-
(ii) To Groundwater	-	-
-No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater	-	-
- No treatment	47,756	50,585
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties (Common Effluent Treatment Plant and Common Multi-Effect Evaporator)	-	-
- No treatment	9,614	1,14,115
- With treatment – please specify level of treatment	3,94,145 (After Tertiary treatment)	4,06,988 (After Tertiary Treatment)
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	4,51,515	5,71,688

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area: Udaipur, Block Girwa, Rajasthan
- Nature of operations: Manufacturing of Single Super Phosphate Fertilisers
- Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	59,411	52,008
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	59,411	52,008
Total volume of water consumption (in kiloliters)	59,411	52,008
Water intensity per rupee of turnover (kL/INR Crores)	2	3
Water intensity (optional) – the relevant metric may be selected by the Entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		

Parameter	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
(i) Into Surface water		
-No treatment		
-With treatment – please specify level of treatment		
(ii) Into Groundwater		
-No treatment		
-With treatment – please specify level of treatment		
(iii) Into Seawater		
-No treatment		No Discharge
-With treatment – please specify level of treatment		
(iv) Sent to third parties		
-No treatment		
-With treatment – please specify level of treatment		
(v) Others		
-No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, Third Party Assurance for FY 2022-23 has been carried out by TUV India Pvt. Ltd.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 Equivalent		
Total Scope 3 emissions per rupee of turnover			The company is planning to conduct the scope 3 emission inventORIZATION in the coming year
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

N/A

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Street lighting (Visakhapatnam Plant)	Installation of solar street lighting within plant premise (Cost incurred: ~INR 7.1 Lakhs)	Green energy and annual cost savings
2	Replacement of existing lights with LED Lights	Replacement of metal halides & compact fluorescent lamps with LED lights within plant premise and administration building (Cost incurred: ~INR 5 Lakhs)	Less energy consumption leading to annual cost savings as well and improved luminosity
3	Battery-Operated Electric Automotive for internal transport	-	Elimination of higher running cost of diesel automotive, emission reduction, lower maintenance cost
4	Bicycles for all employees for commuting	660 no's bicycles distributed to employees for commuting to and from the workplace.	Zero emissions, lower maintenance cost, healthier workforce
5	Higher pipe size instrument air piping	Instrument airline (from Utilities to Complex, Utilities to Sulphuric Acid, Phosphoric acid and ETP plants) size increased. 2 numbers of Instrument Air Receivers installed to increase air hold up capacity and reduce instrument air pressure drop in the system. (Cost incurred: ~INR 80 Lakhs)	Energy conserved, annual cost savings, smooth operation of instrument air compressors, lower pressure drop and operating cost of instrument air system
6	Evaporator steam condensate recovery at utilities Plant	Evaporator steam condensate recovery at utilities plant for reuse at medium pressure boiler. Laid steam condensate piping for recovery at utilities plant along with instrument controls.	Energy conserved, improved recovery of steam condensate, control on effluent generation
7	Installation of modern 3 Star Packaged Air Handling - Units by replacing multiple Window / Split Air conditioner units	-	Improved air conditioning, lower energy consumption
8	Miyawaki Plantation – Greening with fence	Miyawaki Plantation involves plantation of trees, native to the area, with species that complement each other. As saplings receive sunlight from the top and grow upward, rather than sideways. It helps prevent growth of weeds, by avoiding sunlight reaching the soil.	Creating Carbon sink in the area, control of fugitive emissions arising out of road traffic
9	Greening Transport	Roll out of BS VI compliant raw material commercial vehicles, equipped with diesel particulate filter, selective catalytic reduction system Lean NOx trap, real-time driving emission monitoring and onboard diagnostics and most importantly BS6 compliant fuel to meet emission norms.	Lower emissions by adoption of cleaner fuels, improved fuel efficiency
10	Dust Monitoring	Installation of Dust Monitoring devices on exhaust stacks	Regulatory Compliance to PCB, control on SPM emissions

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
11	Laid Port and Market Connectivity Roads through shortest route	Laid 2-Kilometer-long road with green plantation as barrier on the road periphery for dust control during transportation (Cost incurred: ~INR 14 crores)	Distance saving by ~2 kilometers to and from, resulting in fuel oil savings, own private road with improved logistical benefits
12	Effluent generation reduction at source	Daily monitoring of different effluent streams was initiated. Change in operation philosophy for vacuum application into process.	Effluent generation reduction, power and steam consumption reduction, annual cost savings
13	Multi-Effect Evaporator Capacity Enhancement	SOP modification to optimize feed, installation of standby centrifuge, modification of line to avoid dilution of feed, etc. to enhance the MEE capacity.	Annual cost savings, solid waste impact reduction, reduced dependency on external vendor for effluent treatment
14	Yield improvement of key crop protection products	Reduced degradation of intermediate through replacement of compressed air with nitrogen for pressurized filtration	Annual cost savings, yield enhancement
15	Natural Gas norms reduction	Installation of magnetic system at inlet of Natural gas pipeline has resulted in overall improvement in gas consumption norms.	Annual cost savings, relative positive impact on environment

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The company has Enterprise Risk Management Framework in place for the identification, analysis, evaluation of risks at entity level, business level and operational level. The mitigation plan is also being prepared for each kind of risks identified. The company has adopted the ISO 31000 Standard on "Risk Management" as well. Each manufacturing site has On-site emergency plan in place which includes essential information about the hazardous materials present in the plant, potential emergencies, accident-prone areas, and the emergency control plan. It outlines authority delegation, control measures, and other relevant details. Additionally, the plan provides general information such as the plant's location, layout, neighbouring industries, and the assistance they can provide.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

There has been no significant adverse impact on the environment resulting from Coromandel's value chain. The business also takes extra efforts in communicating customers as well as farmers on safe handling and disposal of agrochemical products.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Available

PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators:

1. a. Number of affiliations with trade and industry chambers/ associations.

Please refer to page no 89 of Social and Relationship Capital

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Please refer to page no 89 of Social and Relationship Capital

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators:

1. Details of public policy positions advocated by the entity:

Please refer to page no 89 of Social and Relationship Capital

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators:

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and Brief details of the project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

Please refer to page no 90 of Social and Relationship Capital

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs/ small producers	2%	3%
Sourced directly from within the district and neighboring districts	4%	5%

Leadership Indicators:

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
	Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr.No.	State	Aspirational District	Amount Spent (In INR)
1	Andhra Pradesh	Visakhapatnam	2,96,19,920

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes, Coromandel's Bioproducts SBU sources its raw material from marginalized / vulnerable groups indirectly.

- (b) From which marginalized /vulnerable groups do you procure?

Coromandel's Bioproducts SBU sources raw materials from traders who, in turn, procure from rural communities comprising of old, unemployed and underprivileged village population (mostly women).

- (c) What percentage of total procurement (by value) does it constitute?

Less than 1% of overall procurement value for the year

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of Persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education	59,421	100%
2	Health	6,44,052	100%
3	Community Development	4,87,392	100%

PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators:

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Please refer to page no 85 of Social and Relationship Capital

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	100%
Recycling and/or safe disposal	9%

3. Number of consumer complaints in respect of the following⁶⁵:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on account of safety issues⁶⁶

	Number	Reason for recall
Voluntary recall		
Forced recall		Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. The Information Security Policy is available on the intranet of the company providing the guidelines for acceptable use of information resources and seeks to reduce risks to information resources through implementation of controls designed to detect and prevent errors or irregularities.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

Leadership Indicators:

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Details on products and services of the company can be accessed on:
<https://www.coromandel.biz/products-services/>

Additionally, we have launched MyGromor app through which customers can access the information on any of Coromandel's products and services of the Company.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Coromandel follows multi-pronged approach in dissemination of information regarding safe and responsible usage of its products and services. Product Stewardship is an integral part of this approach. As part of this, Coromandel celebrated Product Stewardship Day on 23rd December 2022 (coinciding with Farmers' Day / Kisan Diwas) across the company and promoted safe and responsible usage of its Agrochemical products. A total of 137 meetings were conducted with nearly

6400 farmers participating in the event across India. Coromandel's Retail SBU is in constant engagement with farmers and conducts campaigns to spread awareness in the regions where it operates its offline retail stores. Coromandel, through its Nutri-Clinics and backed by its agronomists, have also been able to transmit information related to best application practices aimed at enhancing nutrient use efficiency. The organization has also conducted drone spraying pilots with select farmers which further enhanced the knowledge of the latter community and enabling them to get accustomed to the latest advancements in technology. Lastly, through Vidhya Online, Coromandel's learning and development portal, is also accessible to the dealer community wherein all the information related to the products sold by the company have been detailed. This transmission of information, through the portal, will help them to advise farmers in the most optimal manner.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Coromandel is continuously in touch with its trade channel partners in addition to the periodic meets that are held. Through this medium, product as well as service-related updates are provided to the channel partners to keep them at pace with the market. Coromandel, through the retail stores, are in continuous engagement with the farmers and convey updates accordingly to them. Farmer awareness programmes are also held during which any updates can be conveyed by the business. COVID had also enabled connects with farmers on virtual mode and this mode of communication can also be tapped on need-basis.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, as per the Government guidelines, the company mentions product information as per legal metrology. In addition to the statutory contents mandated as per law, Coromandel also provides crop wise dosage, precaution, compatibility, safety guidelines etc. for the benefit of the farmers.

Yes, Coromandel actively gathers consumer feedback and closely monitors the Net Promoter Score (NPS) to enhance its product and service offerings based on customer preferences. To gain a deeper understanding of customer needs, the company has undertaken an independent assessment that analyses key trends and assesses customer satisfaction in relation to its products and services. Furthermore, Coromandel is dedicated to enhancing its MyGromor ecommerce application by actively soliciting customer feedback through various channels, including Hello Gromor, to make necessary refinements and provide an optimal user experience.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customers.

Nil

⁶⁵GRI 417-2,3; GRI 418-1

⁶⁶GRI 416-2